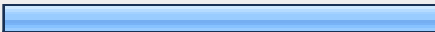# Postdoc Mentoring Survey

1. I expect that my supervisor (i.e. sponsor, project leader, group leader) should play an integral part in mentoring me on non-research based aspects (i.e. career development, job search, acclimatization to the area) in addition to providing their scientific guidance and technical advice.

		Response Percent	Response Count
Yes, True.		**71.1%**	**32**
No, False.		28.9%	13
Why or why not?			23
	answered question		**45**
	skipped question		**0**

2. With whom do you receive the majority of your scientific guidance / technical advice centered around your research responsibilities at NIST?
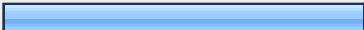
		Response Percent	Response Count
A. Group Leader		20.0%	9
B. Project Leader		**64.4%**	**29**
C. Postdoc Advisor / Sponsor		42.2%	19
D. Other NIST Staff Member(s)		31.1%	14
E. Peer Mentor(s)		24.4%	11
F. I do not feel like I am receiving guidance on my research responsibilities from someone at NIST		6.7%	3
G. Other		11.1%	5
If you selected Other, please specify.			6
	answered question		**45**
	skipped question		**0**
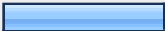
3. With whom do you receive the majority of your mentoring centered around non-research related aspects at NIST?

		Response Percent	Response Count
A. Group Leader		15.6%	7
B. Project Leader		20.0%	9
C. Postdoc Advisor / Sponsor		31.1%	14
D. Other NIST Staff Member(s)		20.0%	9
E. Peer Mentor(s)		**33.3%**	**15**
F. I do not feel like I am receiving mentorship on non-research related aspects from someone at NIST		15.6%	7
G. Other		8.9%	4
	If you selected Other, please specify.		4
		answered question	45
		skipped question	0

4. Indicate the individual that you believe should be responsible for providing you with guidance/support in the following areas:

	Group Leader	Project Leader	Advisor	Peer Mentor	Yourself	Other	Response Count
Technical/Scientific Advice	26.7% (12)	**80.0% (36)**	57.8% (26)	15.6% (7)	26.7% (12)	8.9% (4)	45
Lab / NIST Procedures (Safety, Ordering Supplies...)	40.0% (18)	**53.3% (24)**	44.4% (20)	28.9% (13)	17.8% (8)	8.9% (4)	45
Lab / NIST Culture (Who to talk to, what to expect...)	46.7% (21)	51.1% (23)	**60.0% (27)**	42.2% (19)	13.3% (6)	6.7% (3)	45
Career Development (Training)	43.2% (19)	**63.6% (28)**	52.3% (23)	11.4% (5)	38.6% (17)	2.3% (1)	44
Soft Skills (Teamwork, Leadership,Presenting, writing, interviewing)	37.8% (17)	**60.0% (27)**	**60.0% (27)**	26.7% (12)	42.2% (19)	4.4% (2)	45
Job Search (Career Path Guidance)	55.6% (25)	53.3% (24)	53.3% (24)	24.4% (11)	**57.8% (26)**	6.7% (3)	45
Acclimatizing to the Area (clubs, events, volunteer activities...)	4.4% (2)	11.1% (5)	17.8% (8)	**57.8% (26)**	53.3% (24)	8.9% (4)	45
					If you selected Other, please specify.		10
						answered question	**45**
						skipped question	**0**

5. Throughout your time at NIST, how satisfied (overall) are you with the guidance / support you have received in the following areas:

	Completely Dissatisfied	Moderately Dissatisfied	Indifferent	Moderately Satisfied	Completely Satisfied	Response Count
Technical/Scientific Advice	0.0% (0)	17.8% (8)	13.3% (6)	24.4% (11)	**46.7% (21)**	45
Lab / NIST Procedures	2.2% (1)	13.3% (6)	15.6% (7)	**48.9% (22)**	22.2% (10)	45
Lab / NIST Culture	0.0% (0)	13.3% (6)	20.0% (9)	**53.3% (24)**	13.3% (6)	45
Career Development	4.4% (2)	24.4% (11)	28.9% (13)	**33.3% (15)**	11.1% (5)	45
Soft Skills	2.3% (1)	15.9% (7)	**38.6% (17)**	34.1% (15)	9.1% (4)	44
Job Search	8.9% (4)	20.0% (9)	**42.2% (19)**	24.4% (11)	4.4% (2)	45
Acclimatizing to the Area	0.0% (0)	11.4% (5)	**40.9% (18)**	34.1% (15)	13.6% (6)	44
					Specific comments	9
					answered question	**45**
					skipped question	**0**

6. What mentoring style do you prefer?			
5 of 7		Response Percent	Response Count
Mentoring should be handled actively by the mentor. Knowledge and experience should be shared when the mentor deems appropriate or when asked.		33.3%	15
Mentoring should be handled passively by the mentor. Knowledge and experience should be shared by the mentor only when asked.		0.0%	0
Mentoring should be a shared effort between the mentor and mentee and must be adaptable to individual circumstances.		**66.7%**	**30**
	Specific comments		11
	answered question		**45**
	skipped question		**0**

7. What mentoring activities are most effective for you?

		Response Percent	Response Count
A. Having one on one conversations with an individual mentor		**91.1%**	41
B. Participating in small group discussions		55.6%	25
C. Attending large informational meetings		13.3%	6
D. Obtaining information through books and other resources		35.6%	16
E. Other		4.4%	2
	If you selected Other, please specify.		3
	answered question		**45**
	skipped question		**0**

8. Do you feel that you have been provided with adequate scientific/technical guidance and support to be successful in your present position at NIST?

		Response Percent	Response Count
Yes		**75.6%**	34
No		24.4%	11
	Please explain.		15
	answered question		**45**
	skipped question		**0**

9. Do you feel you have been provided with adequate mentoring to be successful in your present position at NIST?

		Response Percent	Response Count
Yes		**72.7%**	**32**
No		27.3%	12
Please explain.			15
		answered question	**44**
		skipped question	**1**

10. Do you feel you have been provided with adequate mentoring to help you identify and achieve your future career goles?

		Response Percent	Response Count
Yes		46.3%	19
No		**53.7%**	**22**
Please explain.			18
		answered question	**41**
		skipped question	**4**

11. What sorts of activities/programs/efforts would you like to see implemented to improve the overall effectiveness and consistency of mentoring new and experienced postdocs within the Polymers Division?

		Response Count
		25
	answered question	**25**
	skipped question	**20**